

STATEMENT OF REPRESENTATIVE EDWARD J. MARKEY**INTRODUCTION OF THE CIVIL RIGHTS PROCEDURES PROTECTION ACT OF 1999****February 25, 1999**

Mr. Speaker, I am proud to join today with Rep. Connie Morella to introduce the Civil Rights Procedures Protection Act of 1999. This bill is designed to reassert workers' rights to have their claims of unlawful employment discrimination settled by a court of law.

During the last decade, our nation has witnessed a sharp increase in the use of binding arbitration as a means of resolving legal claims. In particular, the number of employers using arbitration to resolve complaints of illegal employment discrimination or sexual harassment in the work place has skyrocketed. According to the US General Accounting Office, in just two years the number of employers using arbitration almost doubled; jumping from 10 percent of employers in 1995 to 19 percent of employers in 1997. The nation's leading association of arbitration professionals, the American Arbitration Association, concurred, noting that their caseload of employment arbitration disputes more than doubled between the years 1993 and 1996.

This rise in the use of arbitration has produced largely positive results. Voluntary arbitration, when it is administered in an impartial manner, can provide employees and employers alike with a fair, fast and inexpensive mechanism to resolve disputes. But too many employers have taken this potentially impartial judicial forum and tainted it by requiring arbitration of all employment discrimination claims.

As a condition of employment or promotion, a growing number of employers are requiring workers to agree to submit any future claims of job discrimination to mandatory binding arbitration panels. By forcing employees to sign away their fundamental rights to a court hearing, employers across the country have succeeded in circumventing our nation's civil rights laws. Employees who sign mandatory arbitration contracts give up their right to due process, trial by jury, the appeals process, full discovery, and other "guaranteed" rights. In essence, mandatory arbitration contracts reduce civil rights protections to the status of the company car: a perk which can be denied at will.

The United States Constitution guarantees every citizen "equal justice under law". Forcing employees to choose between their civil rights and their job denies them their right to equal justice.

Mandatory arbitration of civil rights is wrong even if the arbitration process is balanced. But, too often, it has a semblance of impartiality. Mandatory arbitration panels are often comprised solely of members hand picked by the industry they are supposed to regulate. At best such a setting has the appearance of unfairness; at worst, it is a tainted forum in which an employee can never be guaranteed a truly fair hearing. Like forcing employees to buy goods at the company store, the price of such so-called justice is just too high.

The legislation Mrs. Morella and I are introducing would protect the rights of workers to bring claims against their employers in cases of employment discrimination. By amending seven Federal civil rights statutes to make it clear that the powers and procedures provided under those laws are the exclusive ones that apply only when a claim arises, the Civil Rights Procedures Protection Act would prevent discrimination claims from being involuntarily sent to binding arbitration. In short, this bill prevents employers in all industries from forcing employees to give up their right to go to court when they are discriminated against on account of race, sex, religion, disability, or other illegal criteria.

This legislation has the endorsement of numerous civil rights groups, including the National Organization for Women, the American Civil Liberties Union, the National Partnership for Women & Families, the National Council of La Raza, Women Employed, the National Employment Lawyers Association, and the National Association of Investment Professionals.

By reinforcing the fundamental rights established under various civil rights and fair employment practice laws, our bill restores integrity to employer-employee relationships. No employer should be permitted to ask workers to check their Constitutional and civil rights at the front door.